PRIORITY PLACEMENT PROGRAM (PPP)

WORKFORCE BRIEFING

Nondisplaced Overseas Employees

PROGRAM OVERVIEW

The PPP is the most effective outplacement program in the Federal government

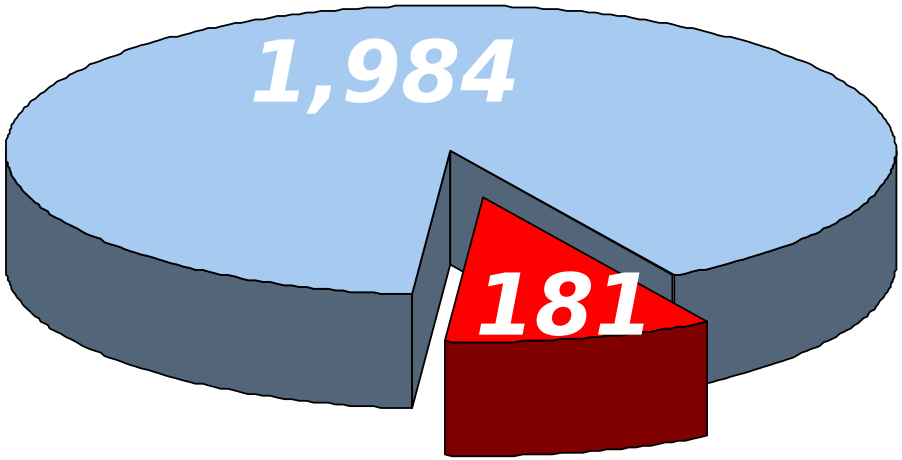
PROGRAM OVERVIEW

April 03 - March 04

Job offers - 2,165
Avg. per month - 180

PROGRAM OVERVIEW

April 03 - March 04



Offers accepted - 92%

Offers declined - 8%

ELIGIBILITY

To register in PPP, employees must be:

- *On career, career-conditional, or permanent excepted service appointments;*
- *Employed in their own right; and*
- *Successfully completing tour of duty (or equivalent)*

INELIGIBILITY

- Employees with return rights to the same or higher grade are ineligible
  (unless position is abolished & return would result in RIF)
- Employees with conduct or performance problems are ineligible

INELIGIBILITY

- Employees who apply for optional or disability retirement are ineligible

- Employees who are temporarily unavailable for work are ineligible

REGISTRATION PERIOD

Registration is not allowed more than:

- *2 mo. before end of 1-yr. tour*
- *4 mo. “ “ “ 2-yr. “*
- *6 mo. “ “ “ 3-yr. “*

REGISTRATION PERIOD

Employees who decline to register within 7 work days after being notified of non-extension will be:

- *Directed to exercise return rights; or*
- *Subject to separation if no return rights exist*

REGISTRATION PERIOD

Eligible employees remain registered until:

- *Placed;*
- *Declination of valid offer;*
- *Renewal of tour;*
- *30 days prior to exercising return rights;*

or

- *Directed to return*

REGISTRATION PERIOD

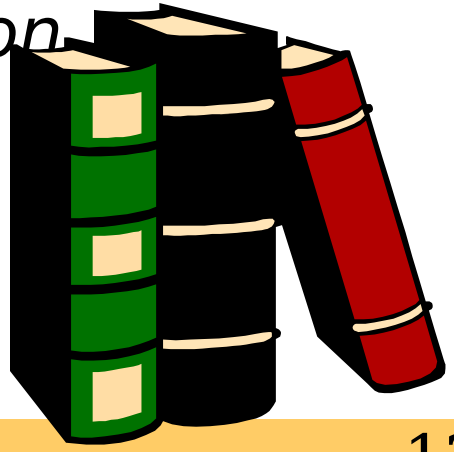
Eligibility terminates if:

- *Employment ends*
- *Employee departs overseas area with no intent to return*
  - *Component may grant exceptions for compassionate reasons*

REFERRAL PRIORITIES

pri•or•i•ty *n.* Number assigned to all PPP registrants; determines the order in which they are matched to vacancies.

- *Determined by the severity of the action that serves as the basis for registration.*



REFERRAL PRIORITIES

1 RIF separation
(no permanent offer)

REFERRAL PRIORITIES

2

- RIF demotion - 2 or more GS grades
- Declination of offer outside commuting area

REFERRAL PRIORITIES

2

- Nondisplaced overseas employees (*within same Component*)

(*applies across Component lines if return rights position abolished and return would result in RIF displacement)*

REFERRAL PRIORITIES

3

- Nondisplaced overseas employees (*referred to different Component*)
- Nondisplaced overseas family members
- Military spouses

REFERRAL PRIORITIES

Priority 1 & 2 referrals restrict:

- *Promotions*
- *Reassignments*
- *Appointments*
- *Transfers*
- *Demotions to positions with greater promotion potentia*

REFERRAL PRIORITIES

Priority 3 referrals:

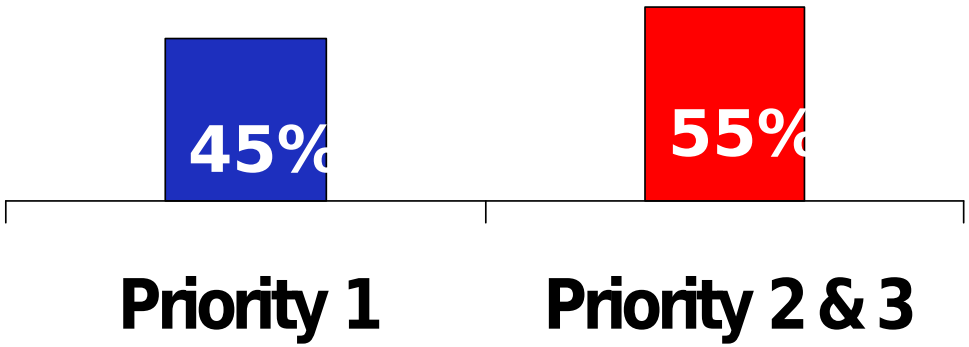
– *Permit selection within Component*

– *Restrict appointments & transfers*

REFERRAL PRIORITIES

Total Registered – 1,802

(as of April 15, 2004)

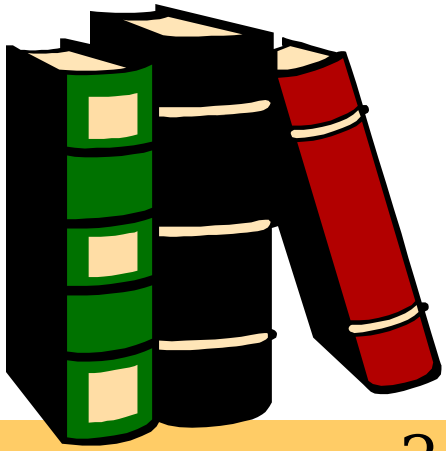


REGISTRATION SKILLS

- Must register for current skill
- May register for other skills if well qualified
  - *As determined by registering HR office*
- Must include all skills for which well qualified after 30 days

REGISTRATION SKILLS

well qual•i•fied *adj.* Able to meet all job requirements with orientation only.

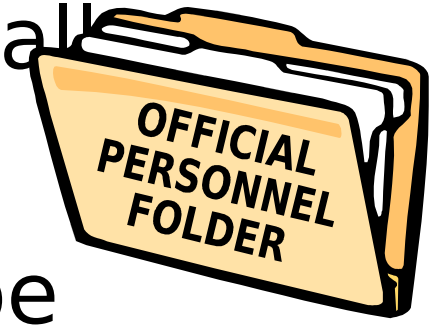


REGISTRATION SKILLS

Well Qualified

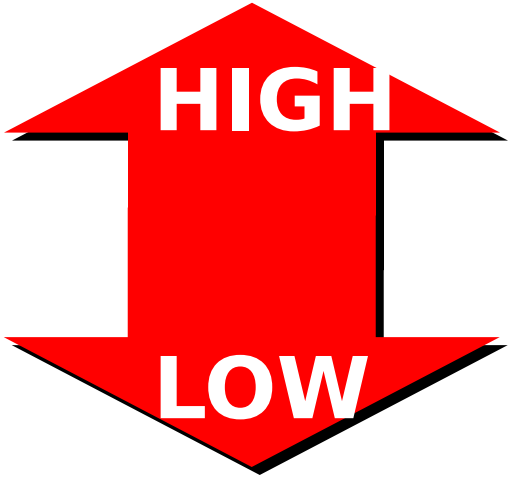
Basic Eligibility

- Minimum qualification standards not sufficient for PPP
- Registrant must have experience in actually applying the skill
- Experience must be documented



REGISTRATION GRADES

Current permanent or retained grade



No more than 3 GS grades or equivalent below high grade

(Cannot register at or below return rights grade)

REGISTRATION GRADES

Nondisplaced overseas employees with return rights to lower grades *must* register for all intervening grades after *90 days* without an offer

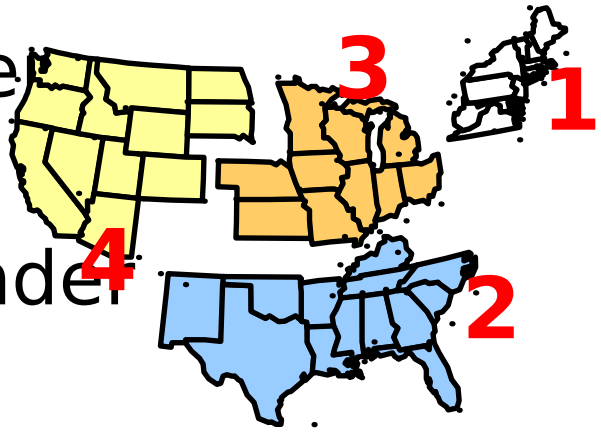
REGISTRATION GRADES

Nondisplaced overseas employees without return rights *must* register at least one grade interval below their current grade after *90 days* without an offer *

* *If specified in rotation agreement*

AREA OF REFERRAL

- Minimum area likely to provide reasonable job opportunities within:
  - *Zone in which last resided*
  - *Zone closer to overseas duty station*
- Initial registration – no farther than last U.S. residence
- Subject to expanded area under Component rules



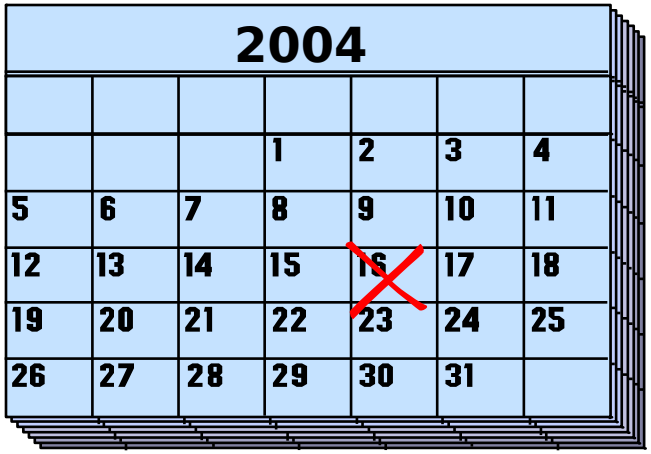
AREA OF REFERRAL

- Employees whose home of record
  is Guam may register for Guam and U.S.

- Employees who left Guam to accept another overseas tour cannot register for Guam if serving under return transportation agreement to U.S.

JOB OFFERS

- REPLY TIME - **3 days**
- REPORTING DATE - **45 days**



JOB OFFERS

VALID OFFER

- Full-time, permanent DoD position
  - *Unless current work schedule is less than full-time*
- Series, grade & duty location for which registered
- Essentially same conditions of employment

JOB OFFERS

VALID OFFER

- The following do not invalidate an offer:
  - *Drug testing requirement*
  - *Change in shifts*
  - *Decrease in wage or locality rates*

JOB OFFERS

INVALID OFFER

- Non-DoD position
- Significant change in conditions of employment
- Obligated position
- Excepted service position
  - *Unless registrant is currently in excepted service*

JOB OFFERS

INVALID OFFER

- Time-limited position
- Supervisory position
  - *Unless registered for supervisory positions*
- Position under contract study
- Rotating shift schedule

SPECIAL POLICIES

- Eligibility suspended for 6 months following permanent promotion
- If employee is not obligated to return to U.S.
  - *Declination of valid offer: loss of eligibility for 12 months*
  - *2nd declination: cannot re-register without CARE Office approval*

SPECIAL POLICIES

- If return rights position is abolished and return would result in RIF separation or demotion, employee may:
  - *Exercise return rights and participate in RIF*
  - *Register in PPP as Priority 2 across Component lines*

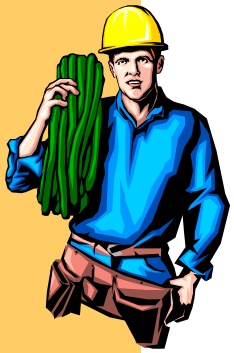
SPECIAL POLICIES

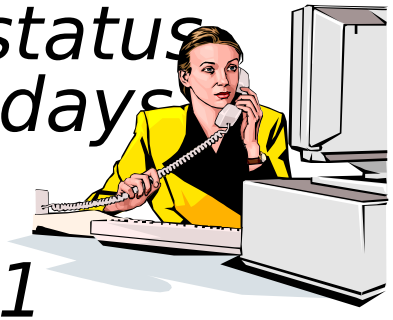
- Employees of one Component who are serviced by a different Component may register using either code
  - *May not be changed*
  - *Commissary Management Officers <u>must</u> use "D"*

QUESTIONS?

OVERSEAS FAMILY MEMBERS

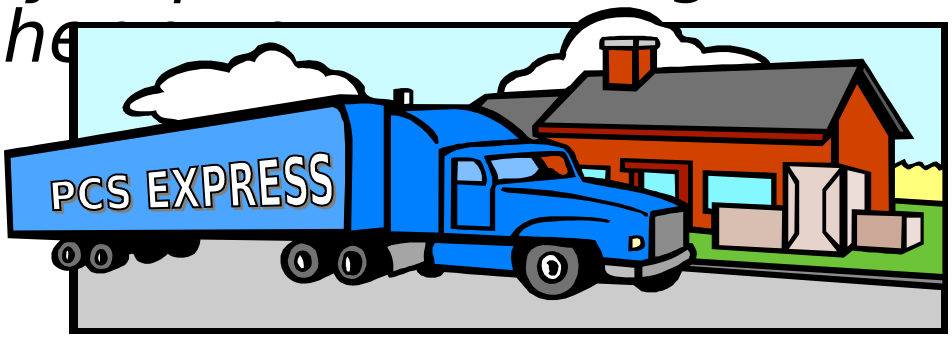
- Overseas (*including AK & HI*) family members of DoD sponsors may register in PPP if they:
  - *Are current career, career-conditional or excepted service employees;*
  - *Have personal competitive status & were employed within 90 days of sponsor's departure; or*
  - *Are eligible under E.O. 12721*





OVERSEAS FAMILY MEMBERS

- Registration authorized when sponsor:
  - *Reports to permanent U.S. duty station*
  - *Accepts unaccompanied overseas tour*
  - *Is involuntarily separated through no fault of his / he*
  - *Retires*

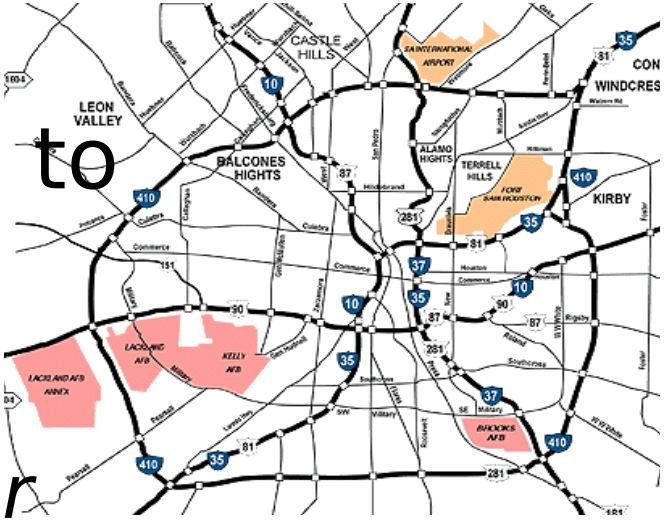


OVERSEAS FAMILY MEMBERS

- Eligibility begins upon arrival in sponsor's U.S. duty station area
- Family members may remain registered until:
  - *Placed;*
  - *Declination of a valid offer; or*
  - *1 year after registration*

OVERSEAS FAMILY MEMBERS

- Area of referral limited to commuting area of:
  - *Sponsor's duty station*
  - *Sponsor's retirement or other authorized destination*
  - *Family member's actual U.S. residence when sponsor is on unaccompanied tour*



QUESTIONS?